



Connecticut State

Division of Public Defender Services

DIVERSITY, EQUITY & INCLUSION DIRECTOR

The Division of Public Defender Services is recruiting for the new position of Diversity, Equity & Inclusion Director. This exciting position will be part of the Division's management team working to define and develop the vision and strategies for the Division to become a more diverse, equitable and inclusive organization. The Director will collaborate with internal and external stakeholders to develop and implement initiatives and strategies dealing with racial equity and social justice. The Division offers competitive benefits, including health and dental, retirement plan and other supplemental benefits. Paid time off is offered, including 12 paid holiday, vacation, sick and personal leave accruals. The salary range for this position is \$131,339 to 166,604.

ESSENTIAL DUTIES & RESPONSIBILITIES

The successful candidate will be in the unique position of being responsible for the development and implementation of the Division's Diversity, Equity & Inclusion program for both internal and external stakeholders. Specifically, the successful candidate will have an exciting opportunity to work on the following:

- ✱ Collaborate with staff and subject matter experts on best practices related to our practice and racial justice initiatives. Provide strategic leadership in the development of culturally specific and responsive policy and service delivery models;
- ✱ Serves as Chair and provides leadership to Division Racial Justice and Cultural Competency Committee (RJCCC) and other internal and external working groups to ensure and provide opportunities for different voices being represented and heard on issues. Collaborate with all stakeholders to develop strategic DEI & Racial Justice plans;
- ✱ Develop strong network of partnerships both within the Division and with our local stakeholders, community partners and State and National affinity groups;
- ✱ Develop and implement communication and feedback methods to insure that the Division can identify, discuss and develop strategies to address equity issues impacting our staff and clients;
- ✱ Partner with Division Management and internal staff groups to address legislative issues; public policy strategies and initiatives that have an impact on our client communities related to diversity, inclusion, equity and racial justice;
- ✱ Develop and implement presentations raising awareness on issues around diversity, inclusion, equity and racial justice. Collaborate with affinity bar groups, law schools, and community groups;
- ✱ Collaborate with Human Resources to identify existing barriers and design and implement diversity initiatives in hiring and retaining diverse candidates.
- ✱ Collaborate with Training Department to 1) Develop and provide educational and consciousness raising opportunities to educate state on racial equity and social justice; 2) Train and support management in building an inclusive office culture; 3) Develop training programs for staff in core competences required to build equity and inclusion and provide culturally competent representation of our clients;

- ✱ Collaborates with Judicial and other outside agencies that Division staff and clients interact with in the course of client representation to ensure that all stakeholders are treated equitably and respectfully;
- ✱ Collaborates with Litigation Director and others to review and develop strategies to identify and address racial inequity in client representation and legal strategies to raise racial issues in trial litigation, where appropriate.

COMPETENCIES

The successful candidate will have the following abilities and skills:

- ✱ To engage with Division staff at all levels to promote trust and collaboration;
- ✱ To build partnerships between local offices and leadership;
- ✱ To cultivate and develop monitoring systems for indicators of organizational change;
- ✱ To engage and facilitate staff and leadership in creating and maintaining organizational change;
- ✱ To remain diplomatic, solution focused and respectful in all interactions;
- ✱ To maintain accurate records;
- ✱ To manage time and meet deadlines;
- ✱ To establish credibility and develop and manage productive relationships with all stakeholders both internal and external;
- ✱ To manage multiple projects and move between them;
- ✱ Proven leadership skills;
- ✱ Demonstrated track record in challenging and influencing peers to approach all work with an equity lens;
- ✱ Strong and proven background of managing change in an organization.;
- ✱ Deep content knowledge of the best practices of diversity, equity, inclusiveness and racial justice in organizations;
- ✱ Knowledge of the practice of indigent defense and the impact of poverty on the criminal legal system;
- ✱ Strong and proven interpersonal skills;
- ✱ Strong management experience;
- ✱ Experience creating and designing adult teaching and learning content and skill training associated with racial equity and social justice;
- ✱ Experience in presenting trainings;
- ✱ Strong facilitation skills;
- ✱ Successful record of engaging communities of color, LGBTQ and other underrepresented communities.

MINIMUM QUALIFICATIONS

A J.D. or graduate degree in a field related to this position, or an equivalent combination of experience, skills and education

A minimum of 10 years of experience in advocating and implementing change in a multi-cultural environment, three (3) years of which should be in the development and implementation of Diversity/Equity/Inclusion/Racial Justice programs and initiatives.

Strong preference will be given to candidates who have professional experience in the criminal or social justice area.

APPLICATION PROCESS

Applicants will submit an application package to Diane.Fitzpatrick@pds.ct.gov no later than **October 18, 2021**, containing the following:

1. Letter of interest;
2. Current resume;
3. Employment application which is located on our Website
<https://portal.ct.gov/OCPD/Employment/Employment-Opportunities>
4. Three written professional references. May be included in application package or may be submitted directly to Diane.Fitzpatrick@pds.ct.gov

Only those applicants selected for an interview will be contacted.

Effective September 27, 2021, all State employees are required to follow the guidelines included in the [Executive Order #13G](#) (Vaccination Requirements for State Employees)

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

*DPDS is an equal opportunity/ affirmative action employer with a strong commitment to diversity and inclusion. We prohibit discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status. **Applications by members of all underrepresented groups are encouraged***